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#### Contract Database Metadata Elements

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# COLLECTIVE AGREEMENT

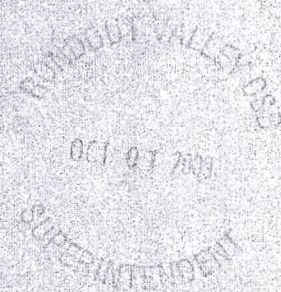
between the

RONDOUT VALLEY CENTRAL SCHOOL DISTRICT  
BOARD OF EDUCATION

and the

RONDOUT VALLEY FEDERATION OF TEACHERS

July 1, 2007 - June 30, 2012





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## **PREAMBLE**

In Order to:

- a. effectuate the provisions of Article 14 of the Civil Service Law (the Public Employees' Fair Employment Act),
- b. encourage and increase effective and harmonious working relationships between the Rondout Valley Central School District Board of Education ("Board") and its professional employees represented by the Rondout Valley Federation of Teachers ("Federation"), and
- c. enable the professional employees more fully to participate in and contribute to the development of policies for the Rondout Valley Central School District (the "District"), the following Agreement is made and entered into between the Board and the Federation.

## **ARTICLE 1 - RECOGNITION**

1.1 The Board, having determined that the Federation is supported by a majority of the employees in a unit composed of all certified personnel, registered nurses, behavioral specialists, occupational therapists, physical therapists, and certified occupational therapy assistants, with the exception of all administrative and supervisory staff, hereby recognizes the Federation as the exclusive negotiating agent for the employees in such unit ("employees"). Such recognition shall extend for the maximum period allowed by law.

## **ARTICLE 2 - NEGOTIATIONS PROCEDURE**

2.1 No later than January 1 of each expiration year, the parties will enter into good faith negotiations over a successor agreement.

2.2 Neither party shall have any control over the selection of the representative of the other party, and each party may select its representatives from within or outside the District. The parties mutually pledge that their representatives will be invested with all necessary power and authority to make proposals, consider proposals, reach compromises in the course of negotiations, and initial tentative agreements.

## **ARTICLE 3 - GRIEVANCE PROCEDURE**

### **3.1 General Provisions**

A. A grievance is a claim by an employee or group of employees based upon any event or condition affecting their welfare or terms and conditions of employment as covered under the terms of this Agreement. It shall include grievances brought by the Federation on behalf of any employee or group of employees or by the Board against the Federation. An

aggrieved party is any employee or group of employees who file a grievance under this procedure.

B. All grievances shall include the name and position of the aggrieved party, the time and place of the grievance, the identity of the person claimed to be responsible for the grievance, the contract provision allegedly violated and a general statement of the nature of the grievance and the redress sought.

C. A grievance shall be deemed waived unless it is submitted within 30 working days after the aggrieved party knew or should have known of the events or conditions on which it is based and, in no event, no later than five days after the end of the school year. Grievances occurring during the summer may be filed within five working days after the opening of school. Continuing alleged violations of this Agreement may be grieved at any time, provided, however, that any redress sought may not be retroactive prior to the date the grievance was filed.

D. The District and the Federation will facilitate any investigation which may be required and make available any and all material and relevant documents, communications, and records concerning the grievance.

E. The grievant shall have the right of representation at all stages of the grievance procedure and to confront and cross-examine all witnesses called against him or her, and to testify and call witnesses on his or her own behalf.

F. No interference, coercion, restraint, discrimination, or reprisal of any kind at any time will be taken by the District or by any member of the Administration against the Federation or any other participant in the grievance procedure.

G. Failure by the District to hold a hearing or submit decisions within the time limits set forth herein, shall be construed as a denial of the grievance and the grievance may be appealed to the next stage. The failure on the part of the Federation to advance a pending grievance to the next stage within the time periods set forth herein shall constitute an abandonment of the grievance. However, the parties may agree in writing to set aside the timelines at any stage of the grievance procedure.

H. A grievance shall be filed at the lowest level at which relief properly may be granted.

### **3.2 Grievance Procedure**

A. Stage I. The grievance shall be presented in writing to the appropriate building principal who shall hold a hearing within five working days of the submission of the grievance and render a written decision within five working days thereafter.



B. Stage II. Within five working days of the disposition of the grievance at Stage I, the grievant may appeal in writing to the Superintendent. The Superintendent shall hold a hearing within five working days of the submission of the appeal and render a written decision within five working days thereafter.

C. Stage III. Within ten working days of the disposition of the grievance at Stage II, the Federation may request the Board to schedule a further hearing with respect to the grievance or may file with the Superintendent and the American Arbitration Association ("AAA") a Demand for Arbitration. If the Board agrees to hold a further hearing, the hearing, before the Board or a committee thereof, shall be held within fifteen working days of the submission of the request thereof. The written decision of the Board shall be rendered within five working days of the hearing. In the event the decision of the Board does not resolve the grievance or if the Board declines to schedule the hearing, the Federation may demand arbitration of the grievance by filing a Demand for Arbitration with the Superintendent and the AAA within ten working days of the date of the Board's decision or the date when the Board declined to schedule a further hearing.

### **3.3 Arbitration**

A. Following the submission of the Demand for Arbitration to the Superintendent, the parties shall select an arbitrator pursuant to the rules for voluntary arbitration of the American Arbitration Association.

B. All demands for arbitration and all arbitrations shall be processed pursuant to the Voluntary Labor Arbitration Rules of the American Arbitration Association.

C. The arbitrator shall be without power or authority to make any decision which requires the commission of any act prohibited by law or which is violative of the terms of this Agreement. The arbitrator shall have no power to alter, add to, or detract from the provisions of this Agreement.

D. The cost of the services of the arbitrator shall be divided equally between the Board and the Federation.

## **ARTICLE 4 - WORKING HOURS**

4.1 The teachers' work day shall not exceed seven hours and ten minutes, including a 30 minute duty free lunch. No teacher shall be required to report to work more than 10 minutes before the arrival of students or to remain for longer than ten minutes after bus departure. In addition, teachers shall assume additional responsibilities, e.g., parent conferences, staff and department meetings, providing students with individual assistance, and joining in parent-teacher organization activities where teacher participation is essential. There shall be two full staff or departmental meetings, or a combination thereof, each month



of the school year. The District may schedule a third monthly staff or departmental meeting. The Federation may suggest to the Assistant Superintendent for Instruction curricular topics to be addressed at this third monthly meeting. Additional meetings may be held in the event of an emergency situation that cannot be resolved during a regularly scheduled full staff or department meeting or which requires resolution prior to the next regularly scheduled meeting. Teachers who are assigned to two or more school buildings shall not be required to attend more than three regularly scheduled staff or departmental meetings each month, or a combination thereof, with the sites designated by the District. Half days may only be scheduled at the sole discretion of the Superintendent. Other provisions in this agreement to the contrary notwithstanding, the District shall have the right to schedule teachers according to a "flexible schedule" to be developed after consultation with the Federation. The teachers' work day under such a flexible schedule shall not exceed seven hours and ten minutes, including a thirty minute duty free lunch.

4.2 Teachers in grades K through 12 will receive at least 39 consecutive minutes of preparation time per day. All special area teachers shall teach no more than six (6) classes per day in no less than thirty (30) minute blocks. Where possible, travel and preparation time shall be consecutively scheduled for teachers assigned to more than one school.

4.3 Elementary teachers shall not be required to remain in the classroom while a special teacher is instructing.

4.4 The last day of school shall be a non-student day for teachers in the elementary and in Grades 5, 6 and 7, 8.

4.5

A. The work year of employees shall not exceed 184 days, shall begin no earlier than the day after Labor Day and shall end no later than June 30<sup>th</sup>. When Labor Day occurs on September 5<sup>th</sup>, 6<sup>th</sup>, or 7<sup>th</sup>, the work year of employees shall begin no earlier than the Friday before Labor Day. The additional work days beyond 182 are not student attendance days. Effective July 1, 2008, the work year of employees shall not exceed 185 days. The additional work days beyond 183 are not student attendance days.

B. Any day or portion thereof when schools are delayed in opening or close early due to emergencies or inclement weather that an employee is required to report for work for at least one hour shall be considered as a full working day.

C. Unused snow days shall be added to the District calendar by the Superintendent of Schools after receiving a recommendation from the Calendar Committee. Unused snow days will be returned to the District calendar in increments of not less than a full work day.

4.6 A school calendar committee, consisting of three members appointed by the President of the Federation, shall meet with the Superintendent to present its

recommendations concerning the school calendar. The Superintendent shall meet with the committee and shall report its recommendations to the Board which shall consider them before its final action adopting a school calendar.

4.7 The District may establish a (9) nine period day for Grades 5 through 8 in accordance with the following:

1. 5 daily teaching periods of 39 minutes each for teachers in 7th and 8th grades.
2. 6 daily teaching periods of 39 minutes for teachers in 5th and 6th grades.
3. 1 preparation period of 39 minutes daily for teachers in grades 5 through 8.
4. 1 lunch period of 39 minutes daily for teachers in grades 5 through 8.
5. The ninth period within the day will be assigned as follows:
  - a. When the school is on an A/B day schedule there will be alternate periods for preparation and supervision.
  - b. When the school is on a traditional 5 day schedule, there will be 3 days with an additional preparation period and 2 days with an additional supervisory duty.

4.8 Effective July 1, 2002, each teacher will be required to attend up to two (2) evening meetings per year. Effective July 1, 2008, the Wednesday before Thanksgiving will be a half day for all unit members. The half day will be made up with an evening conference of no more than three (3) hours in duration. The date of the evening conference for each school will be scheduled and determined annually in accordance with Article 4.6 of this Agreement. Each meeting will not exceed three (3) hours.

## **ARTICLE 5 - CLASS SIZE**

5.1 The Federation acknowledges the responsibility and the obligation of the Board to establish class sizes and staffing. Problems related to class size shall be studied and recommended under the provisions of the joint committee on class size, as accepted in the minutes of the Board meeting on March 16, 1971:

- I. The Rondout Valley School District understands the need to maintain a class size which meets the goals of the educational programs of the District. It is mutually agreed that it is reasonable for a teacher not to have more than the following number of students in a class:

K-1: 23

2-6: 26

7-12: Maximum load of 125 with a mutual agreement that it is reasonable for a teacher to have no more than 30 students in a class.

II. Presently there exist within the District programs which require small class sizes, and which the Board has accepted as desirable. These classes contribute to the educational program and should be continued without affecting other existing programs.

III. The professional staff and the Board of Education concur that certain discrepancies in class size may arise from time to time due to lack of space, scheduling, or an unexpected and unforeseen growth in population. Continual (year to year) class size problems in any specific area, however, are not desirable, and all available means should be exercised to resolve the problems of the subject or grade in question.

IV. That it would be most desirable if the class size goals, which both the Board and teachers want, could be achieved systematically within a 4-year period.

V. To aid in the resolution of class size problems, there shall be a study committee which will consist of the following members:

- a. The Superintendent of Schools
- b. Min. 1, max. 2 - Board members
- c. Min. 1, max. 2 - instructional staff from each level (elementary, grades 5, 6, 7, 8 and high school)
- d. Administrators - one from each level (elementary, grades 5, 6, 7, 8 and high school)

The purposes of the committee are to:

- a. resolve specific problems in class size which may arise after normal administrative channels have been followed (i.e., teacher to principal to Superintendent),
- b. assist in the resolution of continuous class size problems,
- c. help promote class sizes which enhance the educational program, and



d. in general provide an avenue of communication between the professional staff and the Board of Education in regard to an awareness of this important area.

The committee shall meet:

- a. as a study committee each January prior to budget time for the purpose of recommending priority areas to the Superintendent,
- b. as a review committee each October for the purpose of reporting progress made for the current school year, and
- c. at other times as called into session by the Superintendent of Schools upon the request of the RVF President and/or the President of the Board of Education.

5.2 Before or at the time of entry to a particular class, teachers shall be notified if a newly assigned student appears likely to present unusual discipline or management problems.

## **ARTICLE 6 - TEACHING AND EXTRACURRICULAR ASSIGNMENTS**

### **6.1 Teaching Assignments**

A. Teachers shall not be assigned, except temporarily, and for good cause, outside the scope of their teaching certificates.

B. The District shall use its best efforts to notify teachers of their tentative assignments for the following school year by June 1 and, in any event, prior to the close of the current school year. Such notices shall include the school to which the teacher will be assigned, and the grade and subjects which he or she will teach. If changes in such assignments are made after the close of the school year, each teacher affected will be notified in writing by a letter directed to his or her address of record with the District.

C. Teachers being involuntarily transferred shall be notified of the positions available in their tenure area. Such teachers may request the positions, in order of preference, to which they desire to be transferred. Their preference shall be a primary factor considered in making the transfer.

D. No teacher (in Grades 7 to 12) shall have, without his or her consent, more than five teaching periods a day or more than three separate subject matter preparations. No teacher below 7th grade shall have, without his or her consent, more than six teaching periods per day.

Courses entitled "Advanced," "Regents," "General" or "Practical" are separate subject matter preparations. When two courses have different titles, but substantially the same curriculum and materials, the subject matter preparations for these courses are the same. An

accelerated course is not a separate subject matter preparation from the related RS course. Basic math and skill labs are single subject matter preparations regardless of grade level.

E. Within the definitions of D above and when unforeseen circumstances warrant (Grades 7 to 12), the District may assign a fourth subject matter preparation to be compensated at \$1,040 effective July 1, 2007; \$1,082 effective July 1, 2008; \$1,125 effective July 1, 2009; \$1,170 effective July 1, 2010; and \$1,217 effective July 1, 2011. The District shall have the right to solicit an unlimited number of volunteers to teach a sixth period. Such teachers shall be compensated at the yearly rate of \$5,200 effective July 1, 2007; \$5,408 effective July 1, 2008; \$5,624 effective July 1, 2009; \$5,849 effective July 1, 2010; and \$6,083 effective July 1, 2011. The District shall also have the right to assign up to four (4) teachers per year to a sixth period at the same rate of compensation so long as such assignment does not eliminate the position of any full-time teacher. There shall be no more than two (2) mandatory sixth assignments per department. Whenever possible, the District shall rotate such involuntary assignments so they shall not occur in two consecutive years.

F. The District may solicit volunteers annually to perform lunchroom, recess and bus duty supervisory assignments. After the assignments of such duties to such volunteers, supervisory assignments will be rotated, equitably, among employees.

6.2 Employees who are assigned to more than one school shall be compensated for such inter-school travel at the current rate established by the IRS, from the point of first assignment to the point of assignment closest to the employee's home at the end of the day. Employees on extracurricular assignments, whose assignments take them out of the District, shall be compensated for mileage.

6.3 Employees should be asked to supervise only those student activities that are clearly related to the educational program at the school.

6.4 Employees shall be asked to sponsor or supervise only those student activities which are within their area of experience.

### **6.5 Extracurricular Assignments**

A. When a new extracurricular activity is approved by the Board, the extracurricular compensation shall be fixed by mutual agreement.

B. Compensation for extracurricular duties shall be made in accordance with the schedule listed in Appendix B.

6.6 At the elementary level, every effort shall be made to schedule special subjects (i.e., art, music, physical education and library) in such a manner that each class shall have a special subject scheduled for each school day.

## **ARTICLE 7 - VACANCIES AND PROMOTIONS**

7.1 All vacancies in instructional staff positions, as well as in promotional positions (positions not on the basic salary schedule and not within the negotiating unit), shall be posted in every school building, clearly setting forth a description of and the qualifications for the position, including its duties and salary.

7.2 When school is in session, such notice shall be posted as far in advance as practicable, and at least 15 school days before the final date when applications must be submitted.

7.3 Employees who desire to apply for such vacancies or promotions shall submit their applications, in writing, to the Superintendent through the building principal, within the time limit specified in the notice.

7.4 Employees who desire to apply for a position which may become vacated or filled during the summer vacation period shall submit their names to the Superintendent, together with a description of the position or positions for which they are qualified and/or certified and interested in applying. Notification of any position in which an employee has expressed interest, including a description of the qualifications, duties, and salary, shall be sent to the employee by mail. Such notice shall be sent as far in advance as practicable, normally at least 15 days before the final date when the applications must be submitted. In addition, the Superintendent shall, within the same period, post a list of positions to be filled during the summer on bulletin boards at the District Office and in each school building in the District and shall send a copy thereof to the Federation.

7.5 All appointments to vacancies and openings within the negotiating unit shall be based on qualifications and experience. All such promotions and appointments shall be made without regard to age, race, creed, color, religion, nationality, marital status, sex, or ancestry, unless based upon a bona fide occupational qualification.

7.6 If an applicant for a position within the negotiating unit who is not selected requests the reasons, such reasons shall be given orally or in writing, as he or she specifies.

### **7.7 Appointments and Assignments**

The qualifications and experience required for appointments or assignment to a position within the negotiating unit shall be determined by the District. When qualifications and experience of applicants for a position are judged by the District to be relatively equal, the appointment or assignment to the position shall be granted to the most senior applicant in the tenure area of the position. This provision applies to vacancies in a building other than the building to which the unit member is currently assigned.



## **ARTICLE 8 - TEACHER AND COACHING EVALUATIONS**

### **A. Teacher Evaluations**

**8.1** It is recognized that the primary objective of teacher evaluation is the improvement of instruction.

**8.2** Formal observation of probationary teachers shall be of one lesson in duration. The duration of a lesson may vary according to grade level and the specific objectives of the teacher. Such observation shall be made openly and shall not be conducted secretly or by monitoring. The first formal evaluation of a first-year probationer shall be on notice to the teacher. The evaluation shall be made on appropriate forms by the person or persons making the observation and shall be signed by such person or persons. The parties agree to permit the development of alternate methods, standards, and procedures for the observation and evaluation of tenured staff. It is also agreed that prior to the implementation of any change, the concurrence of the Federation, affected individuals, and the District must be attained.

### **8.3 Procedures**

A. Evaluation of a teacher during the probationary period shall be done by certified administrative personnel.

B. All new teachers shall be observed within the first 30 days of school. The purpose of this observation shall be to determine areas of potential strengths and weaknesses. The observation shall be followed by a consultation with the teacher, but no written report shall be filed.

C. Following the informal observation, the first-year probationer shall receive at least three formal evaluations within the year, at least two of which shall be one month apart. The first such formal evaluation shall be conducted prior to December 1.

D. Second and third year probationers shall receive at least two formal evaluations, one of which shall be conducted prior to December 1.

E. If needed, the evaluation report shall include constructive criticism and suggestions for improving performance. If the teacher's performance is adjudged to be unsatisfactory, he or she shall be given at least one additional evaluation in order to improve his or her performance.

**8.4** There shall be one evaluation form for all teachers and the use of this form will be uniform through the school system.

**8.5** After the formal observation, the person making the observation shall submit a written report to the teacher prior to inserting it in his or her file. The teacher shall have the

right to read the evaluation at that time and shall sign the copy to be inserted in the file. Signing the evaluation shall not be determined to be an acceptance or signify agreement with any matter related therein.

8.6 No more than five school days after receipt of the report, if requested by the teacher, there shall be a conference between the person making the evaluation and the teacher. If such conference cannot be held because of other business of the teacher, the conference shall be held not more than six days after receipt of the report.

\* 8.7 A third-year probationary teacher shall be notified no later than 90 days prior to the end of the school year if his or her employment will not be continued for the coming school year.

8.8 Upon written notification and following specific reasons for denial of tenure, a probationary teacher shall have ten days in which to request a meeting with the Board. The Board may schedule a meeting within fifteen (15) school days after receipt of the request. The teacher may be represented at such meeting by the Federation.

#### **B. Coaching Evaluations**

8.9 It is recognized that the primary objective of the evaluation of coaches is to improve the athletic program. This evaluation shall be done by properly certified administrative personnel. Coaches shall be evaluated at least once during the first season that they are coaching a sport.

8.10 The Athletic Director and Administrator will meet with all coaches prior to the season to discuss standards and goals for the sports season.

A. If a complaint is made to the Athletic Director, the complaint shall be forwarded to the appropriate administrator who shall conduct an observation. This observation shall be made openly and shall not be conducted secretly or by monitoring.

1. If more than one coach is observed during a single visitation, the formal observation shall be announced at least one day prior to its occurrence.
2. It shall be at least 45 minutes in duration.
3. The observations shall be followed by a conference when requested by either the coach or the administrator.

B. Within ten working days of the formal observation or the conference, if held, the person making the observation shall submit a written report to the coach prior to inserting it in his or her file. The coach shall sign the copy to be inserted in the file. Signing the evaluation

shall not be determined to be an acceptance or signify agreement with any matter related therein.

C. If the evaluator adjudges the performance to be unsatisfactory, he or she shall schedule a second observation which must take place prior to the end of the season.

D. All future formal observations shall follow the same procedures as those outlined for the first observation.

E. The coach may appeal the outcome of a complaint to a committee consisting of two Board of Education members and two Athletic Council members.

F. The absence of a negative observation by an administrator is equal to a positive performance for the coach and provides for continuing in the current position, if the coach applies for a position during the following season.

8.11 Appointment of coaches shall be at the June Board of Education meeting if the school district budget has been approved. Satisfactory evaluations and seniority are to be the basis for continuing in a coaching position.

## **ARTICLE 9 - TENURED EMPLOYEE PROTECTION**

9.1 An employee shall be discharged, suspended, fined or reprimanded only for just cause.

9.2 In all disciplinary proceedings, the employee shall be presumed innocent until proven guilty and the burden of proof in all matters shall rest upon the District.

9.3 The disciplinary procedure established by this Article shall apply only to employees who would otherwise be subject to sections 75 and 76 of the Civil Service Law. With respect to such employees, such procedure, the other rights granted by this Article and the benefits provided by the other provisions of this Agreement which are in excess of the benefits otherwise provided by the Civil Service Law, shall apply only to employees who have executed an election in writing to be covered by the disciplinary procedure established in this Article and, in such cases, sections 75 and 76 of the Civil Service Law shall not apply to such employees and the procedure established in this Article shall be the exclusive method for the imposition of discipline upon such employees.

9.4 Prior to the commencement of any disciplinary action against an employee, the Superintendent or his or her designee shall meet with the employee to review the allegations against the employee and to consider any factors and the employee's position with respect to such allegations. The employee shall be advised of the nature of such meeting and shall be given the opportunity to request the presence of a Federation representative at the meeting. A disciplinary action shall be initiated by the service of a notice of discipline, in writing, in person



or by registered mail, which shall include the conduct for which discipline is sought to be imposed and the penalty to be imposed.

9.5 The penalty proposed by the District may not be implemented (i) until the employee fails to file a grievance with respect thereto within 14 days of service of the notice of discipline, or (ii) having filed a grievance, until the employee fails to file a timely appeal to arbitration, or (iii) having appealed to arbitration, until and to the extent that such appeal is upheld by the disciplinary arbitrator, or (iv) until the matter is settled. Nothing herein shall limit the ability of the District to suspend the unit member pending such arbitration within the limits set forth in the Civil Service Law.

9.6 An employee who is served with a notice of discipline may file a grievance with the superintendent at Stage II within 14 days of such service.

9.7 The hearing by an arbitrator on a grievance alleging a violation of this Article shall be held on an expedited basis. The matter shall be assigned for hearing to the arbitrator who has the first available date for such hearing. The arbitrator shall render a decision within five days of the date of the close of the hearing, or within five days after receipt of the transcript, if either party has elected a transcript, or within such other period as *may* have been mutually agreed to by the Superintendent and the Federation.

## ARTICLE 10 - PERSONNEL FILES

10.1 The official personnel files of each employee shall be maintained in the District office. The employee shall have the right upon request to review the contents of his or her file upon reasonable notice to the Superintendent's office and to have a Federation representative present during the review.

10.2 No material, other than that of a routine financial nature, shall be placed in an employee's personnel file unless a copy is provided to the employee. The employee shall acknowledge that he or she has read such material by signing the copy to be filed. The employee shall have the right to submit a written answer to any material in the file and such answer shall be reviewed by his or her supervisor or the Superintendent and attached to the file copy of the material.

10.3 Prior to a letter of counseling being placed in an employee's personnel file by an administrator, the employee must be given the opportunity to meet with the administrator regarding the problem. The employee and/or the administrator may request a Federation representative to be present for such a meeting.

11.1 A desk and either a file or closet in which teachers' materials and supplies shall be provided in each classroom. At least one of the above facilities shall provide security by means of a lock.

11.2 A teacher work area containing adequate equipment and supplies to aid in the preparation of instructional materials shall be provided in each building. The building staff may make recommendations to the building principal as to what is adequate.

11.3 Each employee shall have an area in an office or room which can be used as his or her home base. Except in emergency situations, employees will be given one week's notice of any room change.

11.4 The Board shall provide adequate parking facilities for employees at all schools.

11.5 Reasonable efforts will be made to minimize the number of room changes a teacher will be required to make.

11.6 Reasonable efforts will be made to provide a telephone for the use of staff which ensures privacy.

## **ARTICLE 12 - GROUP HEALTH AND ACCIDENT INSURANCE AND RETIREMENT BENEFITS**

12.1 Effective July 1, 2007, the District shall pay 90% of the individual or family health insurance premium under the Dutchess Educational Health Insurance Consortium ("DEHIC") Alternate PPO Plan or any District-sponsored HMO. Employee premium contributions will be automatically deducted by the District through the Section 125 Internal Revenue Code Plan. Additionally, the District's contribution to HMO premiums for individual and family coverage shall not exceed the cost of the individual or family premiums as provided for in the DEHIC Alternate PPO Plan.

12.2 Should the District select alternative health insurance coverage, the District agrees to the following guarantees:

- A. The plan shall be incorporated into and considered part of this Agreement.
- B. The District shall save harmless the Federation for any damages incurred as a result of lawsuits involving the plan.
- C. The District will return to the Statewide Plan if part of the alternative plan is declared illegal or problems arise with the payment of benefits or recognition from hospitals and doctors.

D. Such plans shall include provisions whereby members leaving the District will be guaranteed the right to purchase health insurance.

### 12.3

A. Should the District remain with the Statewide Health Insurance Plan - upon retirement from District service, the District shall continue to pay health insurance for the employee for life, provided that: (1) if the employee was a charter member of the health insurance program (1967), he or she has been in District service for at least five years or (2) if the employee was employed after 1967, he or she has been in District service for at least ten years.

B. Should the District select an alternate health insurance plan - with respect to employees who have retired or who retire from District service on or after July 1, 1981, upon such retirement, the District shall continue to pay health insurance for an employee for life in the plan in which the District is currently participating provided that: (1) if the employee was a charter member of the health insurance program (1967), he or she has been in District service for at least five years, or (2) if the employee was employed after 1967 he or she has been in District service for at least ten years, or (3) if the provisions of (1) or (2) are not applicable, then the District shall pay the percentage of premium payments that the District would have been required to make on account of the employee had the District been participating in the Statewide Plan.

12.4 Unit members and retirees may elect to discontinue their district health insurance coverage through a "buy out" option as follows:

A. On or before April 1 of each year, existing unit members shall inform the District of their desire to opt out of the District's Health Plan effective the following July 1. In return for opting out, the unit member shall receive a payment of \$750 (family coverage) or \$500 (individual coverage) on the following December 1 from the District. If the employee remains out of District coverage, an additional \$750 (family coverage) or \$500 (individual coverage) shall be paid the following June 1. In no event shall the total amount for the 'buy out' exceed \$1,500 (family coverage) or \$1,000 (individual coverage). (However, these provisions shall not apply to any unit member whose spouse is enrolled in any District-sponsored health insurance plan, and neither spouse shall be entitled to this 'buy out' option.)

B. To be entitled to the above referenced payment, the Unit Member must produce proof of health insurance coverage from another source at the time of application on April 1. Any Unit member who elects the "buy out" option must remain off the District's health insurance coverage for the duration of the insurance contract year except when, a) the spouse of an employee loses coverage through divorce or separation, b) the spouse furnishing health insurance dies, c) loss of health insurance coverage occurs due to termination of employment of spouse. Voluntary re-application for District health insurance coverage must be made 60 days prior to the expiration of the insurance contract year.



coverage) or 1/12 of \$1,000 (individual coverage) for each month applicable up to twelve months until the "buy out" total is repaid. If the employee ceases working before the full \$1,500 or \$1,000 has been repaid, the remaining obligation will be deducted by the District from any termination or retirement benefits due to the employee.

#### **12.4.1 Dual Health Coverage Restriction**

If both spouses are employed by the District, they shall be entitled to only one health insurance coverage. The spouses shall be entitled to one health insurance buy-out of \$2,000.00 payable in the same manner as described in paragraph 12.4(A) above, should they opt for a family coverage. Should the spouses insuring the family cease to remain entitled to coverage, the ineligible spouse shall become immediately entitled to readmittance into the District's program for family coverage, where applicable, making a pro-rated reimbursement of buy-out monies previously paid by the District, where applicable.

**12.5** District employees shall have the option of enrolling in the Health Maintenance Organization and discontinuing participation in the District Health Insurance Plan. The District's contribution toward the cost of such coverage shall not exceed the contribution otherwise made on account of such employee under the above sections.

**12.6** This Article shall survive the expiration of this Agreement.

**12.7** A governing board shall be established consisting of three representatives of the Federation selected by the President and three representatives selected by the Superintendent. The governing board shall meet on a demand basis in order to gather information necessary to keep employees informed, to provide a smooth transition out of the Statewide Plan into any alternative plan, and to review any changes in coverage. The committee shall continue to meet on a demand basis.

#### **12.8 Terminal Pay**

Terminal pay shall be granted to retiring employees at the rate of \$40 per day, to a limit of 250 days of accumulated unused sick leave.

#### **12.9 Early Retirement Incentive**

A. The District shall pay a retirement incentive of \$20,000 to teachers who submit an irrevocable letter of resignation by February 1 of the school year the teacher is first eligible to retire under the New York State Teachers Retirement System without penalty at age 55 or older. Employees must submit appropriate documentation from TRS showing it is their first year of eligibility. For the 2002-03 school year only, teachers shall not be subject to the first year of eligibility restriction in this clause.

To be eligible for this retirement incentive and the retiree health insurance benefit as per Article 12, a unit member must be employed in the District for ten (10) consecutive years at the time of retirement.

Sick days used in excess of fifteen (15) days after submission of the letter of resignation shall be granted at the discretion of the Superintendent in a case of emergency.

#### **12.10 Benefit Trust Fund**

The District shall contribute to the Benefit Trust fund established by the Federation the following payments for each full-time unit member prorated for each part-time unit member:

7/1/07	\$1,150
7/1/08	\$1,210
7/1/09	\$1,280
7/1/10	\$1,360
7/1/11	\$1,450

The Federation shall be the sole responsible party for the establishment and operation of this fund, subject to applicable statutes.

#### **12.11 NYSUT Benefit Trust**

A. The District agrees to provide a payroll deduction option for individual participation in the NYSUT Benefit Trust.

B. The NYSUT Benefit Trust assumes responsibility for the proper withholding of funds from NYSUT members and agency fee payers and shall save harmless the School District for liability arising out of the withholding or lack of withholding of such funds for the purpose of paying for those benefits secured to members and agency fee payers by the Trust, unless such withholding or lack of withholding upon which liability is predicated is the result of a criminal act or acts on the part of the School District.

**12.12** As soon as practicable, the District shall adopt a flexible benefit plan for the purpose of health related expenditures pursuant to the provisions of the Internal Revenue code. A committee consisting of two (2) representatives from the Federation and two (2) representatives from the District, shall select a third party administrator for the plan at no cost to the District.

## **ARTICLE 13 - LEAVE BENEFITS**

### **13.1 Sick Leave**

A. In the first year of employment an employee shall receive, effective on his or her first day of employment, 10 days of sick leave credits prorated from September 1. After the first year of employment, employees shall receive 15 days of sick leave credits annually prorated from September 1. There shall be no limit on the accumulation of sick leave.

B. An employee absent from his or her duties shall make every reasonable effort to notify the designee of the building principal by 6:30 a.m. on the date of such absence.

### **13.2 Sick Leave Bank**

The Sick Leave Bank shall be continued according to the following provisions:

A. Membership and eligibility for benefits shall be established by a contribution by an employee of one day of sick leave from his or her regular sick leave accumulation. Forms will be made available at the opening of school and deductions will be reported in the October 30th sick leave balance report. Applications to join the Sick Bank by new staff members must be submitted no later than October 30 annually.

B. The administration of the Sick Leave Bank shall be handled by a joint Federation-District Board. The Sick Bank Board shall consist of six members, three to be appointed by the Federation and three to be appointed by the Superintendent. It shall submit a record of its deliberations and judgments for annual review to both the Federation and the Board. Sick bank days may only be granted when a majority of the Board (at least four members) agrees to grant the request for sick days.

#### **C. General Rules**

1. Payment for sick leave days drawn from the Sick Leave Bank will be at the rate of the regular salary of the recipient.

2. The Sick Bank Board shall grant up to 90 days to qualified applicants who have exhausted all accrued sick leave and who apply for days as a result of extended absences resulting from catastrophic illness, injury or disability such as long-term cancer treatment, heart attack, etc. and which normally require hospitalization or long-term recuperation. First year teachers are limited to 20 sick bank days; second and third year teachers are limited to 30 sick bank days; fourth year teachers are limited to 40 sick bank days; fifth year teachers are limited to 50 sick bank days. In order to be eligible for sick bank days, teachers with more than five years of service in the District must have a minimum of 25 accumulated sick days at the onset of the catastrophic illness, injury or disability which led to the request for days from the sick bank.

3. Individuals must prove need to the Sick Bank Board by either a doctor's statement or by presenting any other proof required by the Sick Bank Board. Any expense incurred by a unit member as a result of the Sick Bank Board's decision requesting 'additional' proof beyond a doctor's statement, shall be paid by the District with the employee using his or her primary insurance. If the Sick Bank Board directs the employee to see another physician, the physician will be mutually agreed upon or the parties will use the District physician if they cannot mutually agree upon a physician.

4. Decisions of the Sick Bank Board shall be subject to the grievance and arbitration procedures set forth in Article 3.

#### **D. Carry-over Procedures**

1. All days that remain in the Bank at the end of the year shall be carried over into the following school year.

2. The Sick Leave Bank shall remain at its current level except for the addition of new employees. Once the Sick Leave Bank has been exhausted it shall be renewed subject to the same terms upon which it was created.

### **13.3 Personal Leave**

A. Employees may charge up to four days against accumulated sick leave credits annually for the transaction of personal business or religious observance that cannot be accomplished at times other than during school hours. Personal leave shall not be used as vacation time, for the pursuit of a hobby or avocation, or an additional vocation. Applications for use of such leave shall be made not fewer than three days in advance of each anticipated absence for personal reasons on a form annexed hereto as Appendix D, except in an emergency, to the designee of the Superintendent. The granting of such leaves is subject to the reasonable operating needs of the District, but the approval of such leave shall not be unreasonably withheld.

B. Personal leave shall not be available except in an emergency for days immediately preceding or following a vacation, holiday or the beginning or end of the school year.

C. Personal leave shall not be available to any employee who has announced his or her intention to resign or retire during the six months immediately preceding the effective date of such resignation or retirement except with the permission of his or her supervisor, which permission will not be unreasonably withheld.

### **13.4 Family Illness**

It is the responsibility of each employee to make arrangements for the care of members of his or her immediate family who become ill and require care. Recognizing, however, that there



will be situations where it may be impossible to effect such arrangements on an emergency basis, an employee shall be allowed to charge absences from work, which are required to provide bedside care arising out of an illness in the employee's immediate family, against accrued sick leave credits, up to a maximum of five days in any one school year. As used in this section, "immediate family" shall be defined as the employee's spouse or child, parent or other dependent with whom the employee resides.

### **13.5 Family Bereavement**

An employee shall be granted leave without charge to other leave credits in the event of death in the employee's immediate family, up to a maximum of five days in any one school year. As used in this section, "immediate family" shall be defined as the employee's spouse, child, parent, grandparent, sibling or in-law.

### **13.6 Additional Leave**

At his or her discretion, the Superintendent may permit the use of sick leave pursuant to section 13.4 or may grant additional leave pursuant to section 13.5 of this Article for the purpose of caring for or attending the funeral of a person other than those within the definition of immediate family in those sections.

### **13.7 Leave Without Pay**

A. Upon application by an employee to the Superintendent and upon his or her recommendation, the Board may grant leave without pay for a period not to exceed two years for such purposes as the Board may determine to be appropriate. Those purposes may include, but are not limited to, the extended illness of the employee requesting such leave, additional education, election to public office, participation in a teacher exchange program, and child rearing, where appropriate. A request for leave pursuant to this section must be submitted to the Superintendent not less than 60 days prior to the date such leave is requested to commence, except in an emergency.

B. An employee shall be granted child rearing leave for a period not to extend beyond the first day of the next semester following two years after the commencement of the leave. An employee on leave shall be able to terminate the leave upon written application to the Superintendent no less than 90 days in advance of the next occurring semester change. In cases where both parents are employees, only one parent shall be granted a child rearing leave for each child.

C. A full-time employee shall be granted a leave without pay for a period not to exceed one year for the purpose of acquiring educational credits necessary to acquire or maintain professional certification. The right to such leave shall be subject to the reasonable operating needs of the District, but approval therefore shall not be unreasonably withheld. Application for

such leave shall be made a reasonable time in advance of the requested commencement date thereof.

D. Conditions for Leave Without Pay: Return to the exact position vacated is at the discretion of the Superintendent and the Board. However, every effort shall be made to return an employee to the same position held before the leave of absence. Such absence shall not qualify an employee for a year of service credit. Any employee granted a leave who, during such leave accepts any employment not stated in the application for such leave or otherwise approved by the Superintendent, shall be deemed to have resigned. However, a minor employment shall be accepted. Any employee granted such leave may continue group health and accident insurance coverage by making arrangements with the Superintendent to pay the entire cost himself or herself in advance of each quarterly period. A substitute employed to fill vacancies caused by such leave will be notified of his or her status upon employment. Written notice shall be filed with the Superintendent by March 15 of the leave year of the teacher's intention to return to his or her duties in the District.

E. An employee who is absent due to a workers' compensable injury, as defined in the Workers' Compensation Law and who is disabled from his or her performance of duties in the District may use his or her accumulated leave during the period of the workers' compensable injury. Any workers' compensable award will be received by the District with the employee receiving credit for loss of sick leave. This credit will be compiled to the nearest day by dividing the reimbursement received from the Workers' Compensation carrier by the employee's daily rate of compensation.

#### **ARTICLE 14 - TAX SHELTERED ANNUITY PLAN**

14.1 Tax sheltered annuities shall be provided as allowed by law; provided, however, that the District shall not be required to process applications for participation in tax sheltered annuities to more than twenty carriers as of July 1, 1998.

#### **ARTICLE 15 - SUMMER STUDY STIPENDS AND DISTRICT CURRICULUM GRANTS**

15.1 The Board of Education shall provide \$7500 for six \$1250 stipends for the Summer Study Stipend program in each summer. Eligibility for such stipends will be based on the following priorities:

1. Tenured teachers, permanently certified;
2. Tenure approved, permanently certified;
3. Teachers not falling into the above categories will not be eligible.

## **15.2 District Improvement Grants**

There shall be a District Improvement Grant program, the purpose of which shall be to utilize employees during the school year and summer months to produce curriculum research for the District.

### **A. Evaluation and Administration**

The project shall be administered by a committee of five teachers (one elementary, one secondary, one Grades 5, 6, 7 and 8 and two at large representatives) elected by the members of the unit. The committee shall, in conjunction with the Superintendent or his designee, conduct a needs assessment to determine and define the areas in which curriculum research projects will be funded each year. The committee shall invite applications from employees interested in working on projects in the defined areas and shall select the participants in the projects from among these applicants. The committee shall submit its recommendations to the Superintendent or his designee for final approval.

### **B. Funding**

The project shall be funded in the amount of \$13,000 for each year beginning July 1. Employees selected to participate in the project shall be paid at a rate per hour as follows:

Not less than \$18 Effective July 1, 2007  
Not less than \$18 Effective July 1, 2008  
Not less than \$19 Effective July 1, 2009  
Not less than \$20 Effective July 1, 2010  
Not less than \$21 Effective July 1, 2011

This provision shall survive the expiration of this Agreement.

## **ARTICLE 16 - REIMBURSEMENTS**

**16.1** The District shall reimburse employees for reasonable costs of replacing or repairing dentures, eyeglasses, contact lenses, hearing aids, or similar body appurtenances not covered by Worker's Compensation, which are damaged, destroyed or lost as a result of any injury sustained in the discharge of his or her duties within the scope of employment, provided such damage, destruction, or loss was not due to the employee's negligence.

**16.2** The District shall reimburse employees for the reasonable cost of any clothing or other personal property damaged or destroyed while the employee was acting in the discharge of his or her duties within the scope of employment, or while the employee was disciplining or restraining a student or students or by student action, provided such damage or destruction was not due to the employee's negligence.

## **ARTICLE 17 - PROFESSIONAL ACTIVITIES**

**17.1** Before implementation, all curriculum changes shall be discussed with the staff concerned.

**17.2** The entire staff of the District shall be informed, in writing, of major changes in the curriculum.

**17.3** Teachers who are required to appear at parent-teacher organization meetings, Board of Education meetings, or any other meetings at the request of an administrator to present a prepared program shall be remunerated at current contract chaperone fees.

**17.4** The Federation and the District agree that improvement of education is a collaborative effort. They further agree to participate jointly (or in partnership) in all areas of education reform. To this end, a committee, whose membership shall be appointed jointly by the Superintendent of Schools and the President of the Federation, and including Board of Education representation shall oversee all education improvement programs in the District. The composition of any committee subsequently established pursuant to this provision shall also be appointed jointly by the Superintendent and the President.

## **ARTICLE 18 - PROFESSIONAL AUXILIARY SERVICES**

**18.1** The Board and the Federation realize the necessity to make every reasonable effort in providing the following professional services: Guidance, Nursing, Library, Psychology, Social Services, Speech, Remedial Math, Audio Visual, Attendance, Physical Education, Art, Music and Remedial Reading by qualified specialists in these areas.

## **ARTICLE 19 - PARA-PROFESSIONAL AUXILIARY SERVICES**

**19.1** The Board and the Federation recognize the importance of relieving teachers of routine clerical and supervisory duties so that they may devote their time and skills to their professional duties.

## **ARTICLE 20 - PROFESSIONAL CONFERENCES**

**20.1** Each school year a minimum of one professional conference day for visitation day outside the District shall be made available to each teacher. Requests for attendance shall be made to the Superintendent at least two weeks in advance, such days shall be non-cumulative. Moneys for expenses shall cover all costs for lodging, transportation, and registration fees (exclusive of membership fees). Meal costs shall also be paid by the District up to a maximum of \$40 for a full conference or visitation day.



**20.2** The sum of \$8,000 shall be made available annually for teacher-initiated conference and visitation requests.

**20.3** The District reserves the right to disapprove specific conference or visitation requests based upon the reasonable operational needs of the District including, but not limited to, numbers of staff involved, other approved absences from primary responsibilities, distances to and from a conference and non-direct applicability of the conference theme to one's professional assignment.

**20.4** Employees, whenever possible, shall notify the District by October 30 each school year of their intent to attend a conference during that school year.

**20.5** A committee consisting of up to three members appointed by the Federation President and of up to three members appointed by the Superintendent will review the distribution of conference funds upon request of the RVF. This committee shall report in writing each year to the President of the Federation and the Superintendent no later than May 15.

#### **ARTICLE 21 - LIAISONS**

**21.1** Liaisons and Grade Level Liaisons (Grades 5 & 6) shall have no responsibility for classroom visitation or observation of teachers.

**21.2** Compensation for service as a Liaison shall be provided in accordance with Appendix C.

**21.3** Liaisons shall receive an annual written evaluation.

#### **ARTICLE 22 - SUBSTITUTE TEACHERS**

**22.1** The District shall provide substitute teachers for teachers who are absent from school, if such substitutes are available on the day needed.

**22.2** It shall be the responsibility of all teachers to provide lesson plans for substitute teachers.

**22.3** The building principals shall provide substitutes for special subject areas, such as art, music, physical education, and nursing. In the event a qualified special area substitute is not available, a regular substitute shall be provided, if such substitutes are available on the day needed. However, it shall be the responsibility of each special subject teacher to file with the appropriate building administrator a set of emergency plans for such a situation.

## **ARTICLE 23 - EMPLOYEE RIGHTS IN THE EVENT OF THE ABOLITION OF POSITIONS**

**23.1** When the District determines that it may be necessary to reduce the size of its work force, it shall notify the Federation of that fact at least 60 days prior to the effective date of the contemplated abolition of any position. At the request of the Federation, the Superintendent shall meet with the President of the Federation or his or her designee to discuss the proposed reduction. The Federation may make proposals to avoid the necessity for the reduction, which proposals shall be considered and reacted to by the District prior to the effective date of the termination.

**23.2** The District shall use its best efforts to notify persons affected by the reduction in force at least 30 days prior to the effective date of their being placed on a preferred eligible list.

**23.3** In the event of a reduction in force, the District will make reasonable efforts to ensure that excessed employees be placed in other teaching situations for which they are qualified.

**23.4** Teachers on preferred eligibility lists shall be given first priority for substitute positions for which they are qualified.

## **ARTICLE 24 - TEACHER SALARY SCHEDULE**

### **24.1**

A. Appendix A Teachers' Salary Schedules, effective as of July 1, 2007, shall be increased by the following percentages on the following dates:

- 4% Effective July 1, 2007
- 4% Effective July 1, 2008
- 4% Effective July 1, 2009
- 4% Effective July 1, 2010
- 4% Effective July 1, 2011

B. The Teachers' Salary Schedules shall be enhanced by adding columns M+55 and M+60, effective July 1, 2002.

C. The Masters and Masters +5 column of Teachers Salary Schedule 2 shall be increased by adding Step 15 effective July 1, 2002; Step 16 effective July 1, 2003. The Masters, Masters +5 and Masters +10 shall be increased by adding Step 17 effective July 1, 2004; Step 18 effective July 1, 2005. The Masters, Masters +5, Masters +10 and Masters +15 shall be increased by adding Step 19 effective July 1, 2006. These additional steps shall be equal in amount to the difference between the two preceding steps after the application of paragraph A above has been made to the schedule.

D. A longevity shall be added to the salary schedule based upon the teacher having reached the 28<sup>th</sup> year of credited service in the District in the amounts of:

\$3,640 Effective July 1, 2007  
\$3,785 Effective July 1, 2008  
\$3,937 Effective July 1, 2009  
\$4,095 Effective July 1, 2010  
\$4,258 Effective July 1, 2011

A longevity shall be added to the salary schedules based upon the teacher having reached the 30<sup>th</sup> year of credited service in the District in the amounts of:

\$4,160 Effective July 1, 2007  
\$4,326 Effective July 1, 2008  
\$4,499 Effective July 1, 2009  
\$4,679 Effective July 1, 2010  
\$4,867 Effective July 1, 2011

E. Appendix B and C Stipends shall be increased by the same percentages as applied to Appendix A salary schedules effective July 1, 2007, July 1, 2008, July 1, 2009, July 1, 2010 and July 1, 2011. In addition, after ten years of District service as a coach in the same position, an employee will be eligible to receive an annual stipend of:

\$312 Effective July 1, 2007  
\$324 Effective July 1, 2008  
\$337 Effective July 1, 2009  
\$351 Effective July 1, 2010  
\$365 Effective July 1, 2011

F. A stipend will be granted for a Doctorate Degree in each year as follows:

\$1,560 Effective July 1, 2007  
\$1,622 Effective July 1, 2008  
\$1,687 Effective July 1, 2009  
\$1,755 Effective July 1, 2010  
\$1,825 Effective July 1, 2011

#### **24.2 Payments for Graduate Credits**

A. All credits earned between the BA step and the MA step will be paid in blocks of 15 credits for teachers on or after July 1, 1993. However, implementation of this clause shall not adversely affect teachers already receiving payment for credits in blocks of less than 15 credits.

B. Applications for additional salary increases based on newly earned credits shall be available upon the first regular school day of the year. The employee shall return completed forms to the Superintendent no later than two weeks following that date. Delay in receiving official transcripts shall not negate application for the additional increases as part of the annual salary.

**24.3** Salaries for registered nurses are as shown in Appendix A. An additional stipend shall be paid for each college degree earned (baccalaureate or above) as follows:

\$416 Effective July 1, 2007  
\$433 Effective July 1, 2008  
\$450 Effective July 1, 2009  
\$468 Effective July 1, 2010  
\$487 Effective July 1, 2011

The work day and work year of the registered nurse shall be the same annually as those of a teacher. A differential shall be paid to the registered nurse in schools in which the student enrollment exceeds 750 pupils as follows:

\$416 Effective July 1, 2007  
\$433 Effective July 1, 2008  
\$450 Effective July 1, 2009  
\$468 Effective July 1, 2010  
\$487 Effective July 1, 2011

#### **24.4 Payment of Salary**

Salary payment shall be made on a two week basis and shall be based upon one of the following plans:

- A. Full payment salary plan based on ten months.
- B. Escrow payment plan whereby an employee may designate a deduction on each check to be paid at the last pay date in June.
- C. Except as set forth herein, unit members will advance one step on the salary schedule if they were in a paid status at least 50% of the work days in the prior year.
- D. Unit members who do not attain a Master's degree before completing the school year when on Step 5 of the Bachelor's Schedule shall, upon attaining a Master's Degree, only move laterally to the same step on the Master's Schedule, but no higher than Step 5 regardless of the number of years that individual has been in the District. Thereafter, step movement shall be in accordance with Article 24.4(C).



#### **24.5 Prior Service credit**

A. Experienced teachers may receive credit for prior teaching experience up to and including ten years of previous service.

B. Teachers may receive credit for up to and including five years of previous non-teaching service, where said experience is judged to be relevant to the Superintendent and approved by the Board.

#### **24.6 Differentials**

A. Guidance Counselors, who are 11 month employees, shall receive 10% of their annual salaries for 22 working days between July 1 and August 31 as determined by the needs of the District. In addition, Guidance Counselors will receive 1/200th of their ten month salary for each day employed in June and September that is not part of the school year calendar for teachers. These working days will be at the discretion of the District.

B. Ten-month employees who are required to work by the Superintendent any days in addition to the regular school calendar shall be compensated for such additional service at a daily rate of 1/200th of their annual compensation.

#### **24.7 Part Time Teachers**

The compensation of part time teachers shall be prorated based upon the time spent in instruction. The instructional time of a part-time teacher who teaches three or more hours a day shall be computed as if he or she received a preparation period. Part-time teachers shall receive the leave benefits provided by Sections 13.1, 13.3, 13.4 and 13.6 of this Agreement, but the "days" provided shall be equivalent to the number of hours worked daily by such part-time teacher. Part-time teachers who work the minimum number of hours required by the health insurance plan provided by Section 12.1 of this Agreement shall receive the benefits of such plan.

### **ARTICLE 25 - STUDENT DISCIPLINE**

**25.1** Teachers shall bring to the attention of the appropriate building administrator situations in which acts of student misconduct have repeatedly disrupted the classroom or school management and in which his or her efforts to control the situation have not been successful.

**25.2** In the event a student is removed from a classroom for an act or acts of repeated misconduct, the student shall not be readmitted until the teacher and the building administrator have had an opportunity to discuss the problem and a course of action is determined.

**25.3** A building administrator shall refer to the Superintendent gross acts of repeated misconduct which continue despite action of the teacher and the administrator. Disciplinary action against students shall be undertaken only pursuant to the provisions of the Education Law.

**25.4** A faculty discipline committee, consisting of three members appointed by the Superintendent and three members appointed by the President of the Federation, shall be established to consider problems of student discipline and the procedures for dealing with discipline problems and convened upon request of the RVF or the Superintendent as needed. A written report by the committee, including recommendations, shall be submitted to the Superintendent and the Federation President.

## **ARTICLE 26 - DUES DEDUCTION**

**26.1** The District shall deduct dues from the salaries of employees for the Federation and its affiliates as said employees individually and voluntarily authorize in writing. Dues shall be transmitted promptly to the Federation.

**26.2** The Federation shall certify to the Board, in writing, the current rate of membership dues of the Federation and its affiliates on or before the first day of school.

### **26.3 Service Fee**

A. The Federation warrants that it has established and maintains and will continue to maintain a refund procedure as required by Section 208(3)(b) of the Civil Service Law and that such procedure complies in all respects with the provisions of that section and Federal and State Law.

B. The District shall deduct from the salary of each employee who is not a member of the Federation a service fee equivalent to the per capita dues the Federation levies upon its members. Such fee shall be deducted in the same manner as payroll deduction dues and shall be remitted promptly to the Federation, unless the Federation has certified, in writing, to the District by September 15 of each school year that the non-member has paid the fee directly to the Federation.

C. In the event an action or proceeding is commenced in a court of competent jurisdiction or before an administrative agency regarding such fee, the Federation agrees to provide counsel and to indemnify and save harmless the District from and against the cost of such action or proceeding, and other expenses in connection with such litigation or proceeding and to pay any judgment entered against the District in any such action or proceeding and to defray the costs of complying with any interim order or final judgment that may be entered therein. Such costs of compliance shall include the cost of recomputation of the salaries of employees and any interest ordered on any such judgment.

## ARTICLE 27 - FEDERATION RIGHTS

27.1 The Federation shall be granted the right to use school buildings and equipment for meetings both of the general membership and of various groups or committees. Such use of buildings and equipment shall be during times when they are not in use for normal educational purposes and shall not conflict with consent previously granted for the use of the requested facilities. Any extra expense incurred by such use shall be paid by the Federation.

27.2 The Federation may use the school inter-building mailing system for distribution of its official communications to employees.

27.3 Employees who are elected delegates to the New York State Teachers Retirement System shall be granted leave without charge to other leave credits to attend the annual meeting of the New York State Teachers Retirement System, and shall receive such additional leave without pay as may be necessary and proper for the conduct of their elective offices.

27.4 The elected delegates to the New York State United Teachers shall be granted leave without charge to other leave credits to attend the regularly scheduled annual conventions of said organization.

### 27.5

A. The Federation president, TNT chairperson (in bargaining years) and grievance chairperson will be relieved of non-teaching supervisory assignments. The Federation shall be responsible for notifying the District in May of each school year of the names of the individuals affected. The District's obligation under this paragraph shall be limited to relieving no more than two employees per building of such assignments.

B. The schedules, including homeroom, study hall and other assignments of the senior building representatives and TNT chairperson (in non-bargaining years) will be constructed by the building principal in consultation with the affected individual, where feasible and consistent with the educational program of each school, with consideration of the responsibilities of such employees for the administration of this Agreement. Questions of scheduling hereunder shall be resolved between the affected individual and the building principal.

C. Where possible, the teaching day of the Federation President will be reduced to permit administration of this Agreement.

27.6 The Federation shall be entitled to 12 days during the school year on which a Federation representative will be relieved of all regular assignments to administer this Agreement and attend NYSUT workshops or conferences. Effective July 1, 2008, the Federation is entitled to 14 such days; Effective July 1, 2009, the Federation is entitled to 15 such days; Effective July 1, 2010, the Federation is entitled to 16 such days; and effective July 1, 2011, the Federation is entitled to 17 such days. Notice of the date on when such leave is to

be taken and the name of the Federation representative taking such leave shall be given to the Superintendent at the earliest opportunity. The Federation shall be responsible for reimbursing the District for the cost of any substitute teacher hired to replace a Federation representative. Nothing herein contained shall be construed as limiting in any way the use of personal leave days by Federation representatives for the professional business of the Federation.

## **ARTICLE 28 - MISCELLANEOUS PROVISIONS**

**28.1** The Board and the Federation agree that all negotiable items have been discussed during the negotiations leading to this Agreement and, therefore, also agree that negotiations shall not be reopened on any item during the life of this Agreement, except as provided by law or mutual agreement.

**28.2** This Agreement shall supersede any rules, regulations or practices of the Board which shall be contrary to or inconsistent with its terms. The provisions of this Agreement shall be incorporated into and be considered part of the established policies of the Board.

**28.3** Any individual arrangement or contract between the Board and an individual employee now in existence or reached during the duration of this Agreement shall be subject to and consistent with the terms of this Agreement.

**28.4** If any provisions of this Agreement or any application of this Agreement to any employee or group of employees shall be found contrary to law, rule or regulation, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, rule or regulation, but all other provisions or applications shall continue in full force and effect.

**28.5** Copies of this Agreement shall be printed at the expense of the Board and given to all employees now employed or hereafter employed by the Board, as soon as possible, but no later than four weeks after the execution of this Agreement.

**28.6** It is agreed by and between the parties that any provision of this agreement requiring legislative action to permit its implementation by amendment of law or by providing the additional funds therefore, shall not become effective until the appropriate legislative body has given approval.



**ARTICLE 29 - DURATION OF AGREEMENT**

**29.1** This agreement shall be effective as of July 1, 2007 and shall continue in effect through June 30, 2012

**IN WITNESS WHEREOF**, the parties have caused this Agreement to be signed by their respective representative on August 26 2009.

**RONDOUT VALLEY FEDERATION OF TEACHERS**

BY: Sheryl Delano  
Sheryl Delano, President

**RONDOUT VALLEY CENTRAL SCHOOL DISTRICT BOARD OF EDUCATION**

BY: Shirley L. Hutchins  
President

BY: Rosario Agostaro  
Rosario Agostaro, Superintendent

RONDOUT VALLEY CENTRAL SCHOOL DISTRICT

2007-08 Salary Schedule

STEP	BA	BA+5	BA+15	BA+30	BA+35	BA+40 M	BA+45 M+5	BA+50 M+10	BA+55 M+15	BA+60 M+20	M+25	M+30	M+35	M+40	M+45	M+50	M+55	M+60	STEP
1	42,363	0	43,895	0	0	46,449	46,960	47,471	47,981	48,493	49,004	49,514	50,025	50,535	51,047	51,558	52,070	52,581	1
2	48,965	0	50,691	0	0	53,567	54,142	54,718	55,294	55,869	56,444	57,019	57,594	58,169	58,681	59,192	59,703	60,214	2
3	50,224	0	51,949	0	0	54,825	55,401	55,976	56,551	57,126	57,702	58,277	58,852	59,428	59,938	60,450	60,961	61,472	3
4	51,481	0	53,208	0	0	56,083	56,658	57,233	57,809	58,385	58,959	59,535	58,030	60,685	61,196	61,707	62,219	62,730	4
5	52,739	0	54,465	0	0	57,341	57,917	58,492	59,066	59,642	60,217	60,793	61,368	61,943	62,455	62,965	63,476	63,988	5
6	0	0	0	0	0	58,599	59,174	59,749	60,325	60,900	61,475	62,051	62,626	63,201	63,712	64,224	64,735	65,245	6
7	0	0	0	0	0	59,857	60,432	61,008	61,583	62,158	62,733	63,308	63,884	64,459	64,970	65,482	65,992	66,504	7
8	0	0	0	0	0	61,115	61,690	62,265	62,841	63,416	63,992	64,566	65,141	65,716	66,228	66,739	67,250	67,761	8
9	0	0	0	0	0	62,373	62,948	63,523	64,098	64,673	65,249	65,824	66,400	66,975	67,485	67,997	68,508	69,019	9
10	0	0	0	0	0	63,630	64,206	64,781	65,357	65,931	66,507	67,082	67,657	68,233	68,744	69,254	69,766	70,277	10
11	0	0	0	0	0	64,888	65,464	66,039	66,614	67,190	67,764	68,340	68,916	69,491	70,001	70,513	71,024	71,536	11
12	0	0	0	64,996	0	66,146	66,721	67,296	67,872	68,448	69,023	69,598	70,173	70,748	71,260	71,770	72,282	72,793	12
13	0	0	0	66,253	0	67,405	67,980	68,555	69,130	69,705	70,280	70,856	71,431	72,006	72,517	73,028	73,539	74,051	13
14	0	0	0	67,511	0	68,662	69,237	69,812	70,388	70,963	71,538	72,113	72,689	73,264	73,775	74,286	74,798	75,308	14
15	0	0	0	68,769	0	69,920	70,495	71,071	71,645	72,221	72,796	73,372	73,947	74,522	75,033	75,544	76,055	76,567	15
16	0	0	0	70,027	0	71,178	71,753	72,328	72,904	73,479	74,054	74,629	75,204	75,780	76,291	76,802	77,314	77,825	16
17	0	0	0	71,285	0	72,436	73,011	73,586	74,161	74,736	75,312	75,888	76,463	77,038	77,549	78,060	78,571	79,083	17
18	0	0	0	72,543	0	73,693	74,269	74,844	75,419	75,995	76,570	77,146	77,720	78,295	78,807	79,318	79,829	80,340	18
19	0	0	0	73,800	0	74,952	75,527	76,102	76,677	77,252	77,827	78,403	78,979	79,554	80,065	80,576	81,087	81,598	19
20	0	0	0	75,059	0	76,209	76,784	77,359	77,936	78,510	79,086	79,661	80,236	80,811	81,323	81,833	82,345	82,856	20
21	0	0	0	76,316	0	77,468	78,042	78,618	79,193	79,768	80,343	80,919	81,494	82,070	82,580	83,092	83,602	84,114	21
22	0	0	0	77,575	0	78,725	79,300	79,875	80,451	81,026	81,602	82,177	82,752	83,327	83,838	84,349	84,861	85,372	22
23	0	0	0	78,832	79,408	79,983	80,559	81,133	81,709	82,284	82,859	83,434	84,010	84,585	85,096	85,608	86,118	86,630	23
24	0	0	0	80,091	80,666	81,241	81,816	82,391	82,967	83,542	84,117	84,692	85,267	85,843	86,354	86,865	87,377	87,887	24
25	0	0	0	81,348	81,924	82,499	83,074	83,649	84,225	84,800	85,375	85,950	86,526	87,101	87,612	88,123	88,634	89,145	25
26	0	0	0	82,606	83,181	83,757	84,332	84,907	85,482	86,058	86,633	87,208	87,784	88,359	88,870	89,381	89,892	90,403	26
27	0	0	0	83,864	84,439	85,015	85,590	86,166	86,740	87,315	87,891	88,466	89,042	92,040	92,552	93,062	93,574	94,085	27
28	0	82,245	0	85,122	85,697	86,272	86,847	87,423	87,999	88,574	89,149	89,724	90,299						28
29	0	83,503	0	86,380	86,955	87,530	88,106	88,681	89,256	89,831	90,406	90,981	91,557						29
30	0	84,761	0	87,637	88,213	88,788	89,363	89,938	90,514	91,089	91,664	92,040	92,040						30

LONG @ 28 YRS = 3,640

LONG @ 30 YRS = ADD. 4,160

RONDOUT VALLEY CENTRAL SCHOOL DISTRICT  
2008-09 Salary Schedule

STEP	BA	BA+5	BA+15	BA+30	BA+35	BA+40 M	BA+45 M+5	BA+50 M+10	BA+55 M+15	BA+60 M+20	M+25	M+30	M+35	M+40	M+45	M+50	M+55	M+60	STEP
1	44,058	0	45,651	0	0	48,307	48,838	49,370	49,901	50,433	50,964	51,494	52,026	52,557	53,089	53,620	54,152	54,684	1
2	50,924	0	52,719	0	0	55,710	56,308	56,906	57,505	58,104	58,701	59,300	59,898	60,496	61,028	61,560	62,091	62,622	2
3	52,233	0	54,027	0	0	57,018	57,617	58,215	58,813	59,411	60,010	60,608	61,206	61,805	62,336	62,868	63,399	63,931	3
4	53,540	0	55,336	0	0	58,326	58,924	59,523	60,122	60,720	61,318	61,917	60,351	63,112	63,644	64,175	64,708	65,239	4
5	54,849	0	56,644	0	0	59,635	60,233	60,832	61,429	62,027	62,626	63,224	63,823	64,421	64,953	65,484	66,015	66,548	5
6	0	0	0	0	0	60,943	61,541	62,139	62,738	63,336	63,934	64,533	65,131	65,729	66,261	66,792	67,324	67,855	6
7	0	0	0	0	0	62,251	62,849	63,448	64,046	64,644	65,242	65,841	66,439	67,037	67,569	68,101	68,632	69,164	7
8	0	0	0	0	0	63,559	64,157	64,755	65,355	65,953	66,551	67,149	67,747	68,345	68,877	69,409	69,940	70,472	8
9	0	0	0	0	0	64,868	65,466	66,064	66,662	67,260	67,859	68,457	69,056	69,654	70,185	70,717	71,248	71,780	9
10	0	0	0	0	0	66,175	66,774	67,372	67,971	68,569	69,167	69,765	70,364	70,962	71,494	72,024	72,557	73,088	10
11	0	0	0	0	0	67,484	68,082	68,681	69,279	69,877	70,475	71,073	71,672	72,270	72,801	73,333	73,865	74,397	11
12	0	0	0	67,596	0	68,792	69,390	69,988	70,587	71,186	71,784	72,382	72,980	73,578	74,110	74,641	75,173	75,705	12
13	0	0	0	68,903	0	70,101	70,699	71,297	71,895	72,493	73,092	73,690	74,288	74,887	75,418	75,950	76,481	77,013	13
14	0	0	0	70,212	0	71,408	72,007	72,605	73,204	73,801	74,399	74,998	75,596	76,195	76,726	77,257	77,790	78,321	14
15	0	0	0	71,520	0	72,717	73,315	73,914	74,511	75,110	75,708	76,307	76,905	77,503	78,035	78,566	79,097	79,630	15
16	0	0	0	72,828	0	74,025	74,623	75,221	75,820	76,419	77,016	77,614	78,212	78,811	79,343	79,874	80,406	80,938	16
17	0	0	0	74,136	0	75,333	75,932	76,529	77,128	77,726	78,324	78,923	79,521	80,119	80,651	81,183	81,713	82,246	17
18	0	0	0	75,445	0	76,641	77,239	77,838	78,436	79,034	79,633	80,231	80,829	81,427	81,959	82,491	83,022	83,553	18
19	0	0	0	76,752	0	77,950	78,548	79,146	79,745	80,342	80,940	81,540	82,138	82,736	83,267	83,799	84,330	84,862	19
20	0	0	0	78,062	0	79,257	79,856	80,454	81,053	81,651	82,249	82,847	83,446	84,044	84,576	85,107	85,638	86,170	20
21	0	0	0	79,369	0	80,566	81,164	81,762	82,361	82,959	83,557	84,155	84,754	85,352	85,883	86,415	86,947	87,478	21
22	0	0	0	80,678	0	81,874	82,472	83,070	83,669	84,267	84,866	85,464	86,062	86,660	87,192	87,723	88,255	88,786	22
23	0	0	0	81,986	82,585	83,182	83,781	84,379	84,977	85,575	86,174	86,771	87,371	87,969	88,500	89,032	89,563	90,095	23
24	0	0	0	83,294	83,892	84,490	85,088	85,687	86,286	86,884	87,482	88,080	88,678	89,276	89,808	90,340	90,872	91,402	24
25	0	0	0	84,602	85,201	85,799	86,397	86,995	87,594	88,192	88,789	89,388	89,987	90,585	91,116	91,648	92,179	92,711	25
26	0	0	0	85,910	86,509	87,107	87,705	88,303	88,902	89,500	90,098	90,697	91,295	91,893	92,425	92,956	93,488	94,019	26
27	0	0	0	87,218	87,817	88,415	89,014	89,612	90,210	90,808	91,406	92,004	92,603	93,202	93,799	94,397	94,995	95,593	27
28	0	85,535	0	88,527	89,125	89,723	90,321	90,920	91,519	92,117	92,715	93,313	93,911						28
29	0	86,844	0	89,835	90,433	91,032	91,630	92,228	92,826	93,425	94,022	94,621	95,220						29
30	0	88,151	0	91,143	91,742	92,339	92,938	93,536	94,135	94,733	95,331	95,922	96,520						30

LONG @ 28 YRS = 3,786

LONG @ 30 YRS = ADD. 4,326

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RONDOUT VALLEY CENTRAL SCHOOL DISTRICT  
2009-10 Salary Schedule

STEP	BA	BA+5	BA+15	BA+30	BA+35	BA+40 M	BA+45 M+5	BA+50 M+10	BA+55 M+15	BA+60 M+20	M+25	M+30	M+35	M+40	M+45	M+50	M+55	M+60	STEP
1	45,820	0	47,477	0	0	50,239	50,792	51,344	51,897	52,450	53,002	53,554	54,107	54,659	55,213	55,765	56,319	56,871	1
2	52,961	0	54,828	0	0	57,938	58,560	59,183	59,806	60,428	61,049	61,672	62,294	62,916	63,469	64,022	64,575	65,127	2
3	54,322	0	56,188	0	0	59,299	59,921	60,543	61,166	61,788	62,410	63,032	63,655	64,277	64,829	65,382	65,935	66,488	3
4	55,682	0	57,549	0	0	60,660	61,281	61,904	62,527	63,149	63,770	64,393	62,765	65,637	66,190	66,742	67,296	67,848	4
5	57,043	0	58,909	0	0	62,020	62,643	63,265	63,886	64,508	65,131	65,753	66,375	66,998	67,551	68,103	68,656	69,210	5
6	0	0	0	0	0	63,381	64,003	64,625	65,248	65,870	66,492	67,114	67,736	68,358	68,911	69,464	70,017	70,569	6
7	0	0	0	0	0	64,741	65,363	65,986	66,608	67,230	67,852	68,474	69,097	69,719	70,272	70,825	71,377	71,931	7
8	0	0	0	0	0	66,102	66,724	67,346	67,969	68,591	69,213	69,835	70,457	71,079	71,633	72,185	72,738	73,291	8
9	0	0	0	0	0	67,463	68,085	68,707	69,328	69,951	70,573	71,195	71,818	72,440	72,992	73,546	74,098	74,651	9
10	0	0	0	0	0	68,822	69,445	70,067	70,690	71,311	71,934	72,556	73,178	73,800	74,353	74,905	75,459	76,012	10
11	0	0	0	0	0	70,183	70,806	71,428	72,050	72,672	73,294	73,916	74,539	75,161	75,714	76,267	76,819	77,373	11
12	0	0	0	70,300	0	71,544	72,166	72,788	73,411	74,033	74,655	75,277	75,899	76,521	77,075	77,627	78,180	78,733	12
13	0	0	0	71,659	0	72,905	73,527	74,149	74,771	75,393	76,015	76,638	77,260	77,882	78,435	78,988	79,540	80,094	13
14	0	0	0	73,020	0	74,265	74,887	75,509	76,132	76,753	77,375	77,998	78,620	79,242	79,795	80,348	80,902	81,453	14
15	0	0	0	74,381	0	75,626	76,248	76,870	77,492	78,114	78,736	79,359	79,981	80,603	81,156	81,708	82,261	82,815	15
16	0	0	0	75,741	0	76,986	77,608	78,230	78,853	79,475	80,097	80,719	81,341	81,964	82,517	83,069	83,622	84,175	16
17	0	0	0	77,102	0	78,347	78,969	79,591	80,213	80,835	81,457	82,080	82,702	83,324	83,877	84,430	84,982	85,536	17
18	0	0	0	78,463	0	79,707	80,329	80,951	81,574	82,196	82,818	83,441	84,062	84,684	85,238	85,790	86,343	86,895	18
19	0	0	0	79,823	0	81,068	81,690	82,312	82,934	83,556	84,178	84,801	85,423	86,045	86,598	87,151	87,704	88,257	19
20	0	0	0	81,184	0	82,428	83,050	83,672	84,295	84,917	85,539	86,161	86,783	87,406	87,959	88,511	89,064	89,617	20
21	0	0	0	82,544	0	83,789	84,411	85,033	85,655	86,277	86,899	87,522	88,144	88,766	89,319	89,872	90,424	90,977	21
22	0	0	0	83,905	0	85,149	85,771	86,393	87,016	87,638	88,260	88,883	89,505	90,126	90,679	91,232	91,785	92,338	22
23	0	0	0	85,265	85,888	86,509	87,132	87,754	88,376	88,998	89,621	90,242	90,865	91,487	92,040	92,593	93,145	93,699	23
24	0	0	0	86,626	87,248	87,870	88,492	89,114	89,737	90,359	90,981	91,603	92,225	92,847	93,400	93,954	94,507	95,059	24
25	0	0	0	87,986	88,609	89,231	89,853	90,475	91,098	91,719	92,341	92,964	93,586	94,208	94,761	95,314	95,867	96,420	25
26	0	0	0	89,347	89,969	90,591	91,213	91,835	92,458	93,080	93,702	94,324	94,947	95,569	96,122	96,674	97,228	97,780	26
27	0	0	0	90,707	91,330	91,952	92,574	93,197	93,818	94,440	95,062	95,685	96,307	99,551	100,104	100,656	101,209	101,762	27
28	0	88,956	0	92,068	92,690	93,312	93,934	94,556	95,179	95,801	96,423	97,045	97,667						28
29	0	90,317	0	93,428	94,051	94,673	95,295	95,917	96,540	97,162	97,783	98,406	99,029						29
30	0	91,677	0	94,788	95,411	96,033	96,655	97,277	97,900	98,522	99,144	99,551	99,551						30

LONG @ 28 YRS = 3,937

LONG @ 30 YRS = ADD. 4,499

SD



RONDOUT VALLEY CENTRAL SCHOOL DISTRICT  
2010-11 Salary Schedule

STEP	BA	BA+5	BA+15	BA+30	BA+35	BA+40 M	BA+45 M+5	BA+50 M+10	BA+55 M+15	BA+60 M+20	M+25	M+30	M+35	M+40	M+45	M+50	M+55	M+60	STEP
1	47,653	0	49,376	0	0	52,249	52,823	53,398	53,973	54,548	55,122	55,696	56,271	56,846	57,421	57,996	58,571	59,146	1
2	55,079	0	57,021	0	0	60,255	60,903	61,550	62,198	62,845	63,491	64,138	64,786	65,433	66,080	66,583	67,158	67,732	2
3	56,495	0	58,435	0	0	61,671	62,318	62,965	63,612	64,259	64,907	65,554	66,201	66,848	67,422	67,998	68,573	69,148	3
4	57,909	0	59,851	0	0	63,086	63,733	64,380	65,028	65,675	66,321	66,969	67,616	68,262	68,838	69,412	69,988	70,562	4
5	59,324	0	61,266	0	0	64,501	65,149	65,796	66,442	67,089	67,736	68,383	69,030	69,678	70,253	70,827	71,402	71,978	5
6	0	0	0	0	0	65,916	66,563	67,210	67,858	68,504	69,152	69,799	70,446	71,092	71,667	72,243	72,818	73,392	6
7	0	0	0	0	0	67,331	67,978	68,626	69,272	69,919	70,566	71,213	71,861	72,507	73,083	73,658	74,233	74,808	7
8	0	0	0	0	0	68,746	69,393	70,039	70,688	71,335	71,982	72,628	73,275	73,922	74,498	75,072	75,647	76,222	8
9	0	0	0	0	0	70,161	70,808	71,455	72,101	72,749	73,396	74,043	74,691	75,338	75,912	76,488	77,062	77,637	9
10	0	0	0	0	0	71,575	72,223	72,870	73,517	74,164	74,811	75,458	76,105	76,752	77,328	77,902	78,478	79,052	10
11	0	0	0	0	0	72,991	73,638	74,285	74,932	75,579	76,226	76,873	77,521	78,168	78,742	79,317	79,892	80,468	11
12	0	0	0	73,112	0	74,406	75,052	75,699	76,347	76,994	77,641	78,288	78,935	79,582	80,158	80,732	81,307	81,882	12
13	0	0	0	74,526	0	75,821	76,468	77,115	77,762	78,409	79,056	79,703	80,350	80,997	81,572	82,147	82,722	83,297	13
14	0	0	0	75,941	0	77,235	77,882	78,529	79,177	79,824	80,470	81,118	81,765	82,412	82,987	83,561	84,138	84,712	14
15	0	0	0	77,356	0	78,651	79,298	79,945	80,591	81,238	81,886	82,533	83,180	83,827	84,402	84,977	85,551	86,127	15
16	0	0	0	78,771	0	80,065	80,712	81,360	82,007	82,654	83,301	83,947	84,595	85,242	85,817	86,392	86,967	87,542	16
17	0	0	0	80,186	0	81,481	82,128	82,774	83,421	84,068	84,715	85,363	86,010	86,657	87,232	87,807	88,381	88,957	17
18	0	0	0	81,601	0	82,895	83,542	84,189	84,836	85,484	86,131	86,778	87,425	88,072	88,647	89,222	89,797	90,371	18
19	0	0	0	83,016	0	84,310	84,957	85,605	86,252	86,898	87,545	88,193	88,840	89,487	90,062	90,637	91,212	91,787	19
20	0	0	0	84,431	0	85,725	86,372	87,019	87,667	88,313	88,961	89,608	90,255	90,902	91,477	92,051	92,627	93,201	20
21	0	0	0	85,845	0	87,140	87,787	88,434	89,082	89,728	90,375	91,023	91,670	92,317	92,892	93,467	94,041	94,616	21
22	0	0	0	87,261	0	88,555	89,202	89,849	90,497	91,144	91,791	92,438	93,085	93,731	94,307	94,881	95,457	96,031	22
23	0	0	0	88,676	89,324	89,970	90,618	91,264	91,911	92,558	93,205	93,852	94,500	95,147	95,721	96,297	96,871	97,447	23
24	0	0	0	90,091	90,738	91,385	92,032	92,679	93,327	93,974	94,620	95,267	95,914	96,561	97,136	97,712	98,287	98,861	24
25	0	0	0	91,505	92,153	92,800	93,447	94,094	94,741	95,388	96,035	96,682	97,330	97,977	98,551	99,127	99,701	100,276	25
26	0	0	0	92,921	93,568	94,215	94,862	95,508	96,156	96,803	97,450	98,097	98,745	99,392	99,967	100,541	101,117	101,691	26
27	0	0	0	94,335	94,983	95,630	96,277	96,925	97,571	98,218	98,865	99,512	100,160	100,808	101,408	102,008	102,608	103,208	27
28	0	92,515	0	95,751	96,398	97,044	97,691	98,339	98,986	99,633	100,280	100,927	101,574						28
29	0	93,930	0	97,166	97,813	98,460	99,107	99,754	100,401	101,048	101,695	102,342	102,990						29
30	0	95,345	0	98,580	99,228	99,874	100,521	101,169	101,816	102,463	103,110	103,757	104,404						30

LONG @ 28 YRS = 4,095

LONG @ 30 YRS = ADD. 4,679

5D

RONDOUT VALLEY CENTRAL SCHOOL DISTRICT  
2011-12 Salary Schedule

STEP	BA	BA+5	BA+15	BA+30	BA+35	BA+40 M	BA+45 M+5	BA+50 M+10	BA+55 M+15	BA+60 M+20	M+25	M+30	M+35	M+40	M+45	M+50	M+55	M+60	STEP
1	49,559	0	51,351	0	0	54,339	54,936	55,534	56,132	56,730	57,327	57,924	58,522	59,119	59,718	60,315	60,914	61,512	1
2	57,282	0	59,302	0	0	62,666	63,339	64,012	64,686	65,359	66,031	66,704	67,377	68,050	68,648	69,246	69,844	70,441	2
3	58,755	0	60,773	0	0	64,138	64,811	65,484	66,157	66,830	67,503	68,176	68,849	69,522	70,119	70,718	71,316	71,914	3
4	60,225	0	62,245	0	0	65,609	66,282	66,955	67,629	68,302	68,974	69,648	67,887	70,993	71,591	72,188	72,787	73,385	4
5	61,697	0	63,716	0	0	67,081	67,754	68,427	69,099	69,772	70,446	71,119	71,792	72,465	73,063	73,660	74,258	74,857	5
6	0	0	0	0	0	68,553	69,226	69,898	70,572	71,245	71,918	72,591	73,264	73,936	74,534	75,132	75,730	76,328	6
7	0	0	0	0	0	70,024	70,697	71,371	72,043	72,716	73,389	74,062	74,735	75,408	76,006	76,604	77,202	77,800	7
8	0	0	0	0	0	71,495	72,168	72,841	73,515	74,188	74,861	75,534	76,206	76,879	77,478	78,075	78,673	79,271	8
9	0	0	0	0	0	72,968	73,640	74,313	74,985	75,659	76,332	77,004	77,678	78,351	78,948	79,547	80,145	80,743	9
10	0	0	0	0	0	74,438	75,111	75,784	76,458	77,130	77,803	78,476	79,149	79,822	80,421	81,018	81,617	82,214	10
11	0	0	0	0	0	75,910	76,583	77,257	77,929	78,602	79,275	79,948	80,621	81,294	81,892	82,490	83,088	83,686	11
12	0	0	0	76,036	0	77,382	78,054	78,727	79,401	80,074	80,747	81,419	82,092	82,765	83,364	83,961	84,559	85,158	12
13	0	0	0	77,507	0	78,854	79,527	80,199	80,872	81,545	82,218	82,891	83,564	84,237	84,835	85,433	86,030	86,629	13
14	0	0	0	78,978	0	80,325	80,998	81,670	82,344	83,017	83,689	84,362	85,035	85,709	86,307	86,904	87,503	88,100	14
15	0	0	0	80,450	0	81,797	82,470	83,143	83,815	84,488	85,161	85,835	86,508	87,181	87,778	88,376	88,973	89,573	15
16	0	0	0	81,922	0	83,268	83,941	84,614	85,287	85,960	86,633	87,305	87,978	88,652	89,250	89,847	90,446	91,044	16
17	0	0	0	83,393	0	84,740	85,413	86,085	86,758	87,431	88,104	88,778	89,451	90,123	90,721	91,319	91,917	92,516	17
18	0	0	0	84,865	0	86,211	86,884	87,557	88,230	88,903	89,576	90,249	90,922	91,594	92,193	92,791	93,389	93,986	18
19	0	0	0	86,336	0	87,683	88,356	89,029	89,702	90,374	91,047	91,721	92,394	93,067	93,664	94,263	94,860	95,458	19
20	0	0	0	87,809	0	89,154	89,827	90,500	91,174	91,846	92,519	93,192	93,865	94,538	95,136	95,734	96,332	96,930	20
21	0	0	0	89,279	0	90,626	91,299	91,972	92,645	93,317	93,990	94,663	95,337	96,010	96,607	97,205	97,803	98,401	21
22	0	0	0	90,751	0	92,097	92,770	93,443	94,117	94,789	95,463	96,136	96,808	97,481	98,079	98,677	99,275	99,873	22
23	0	0	0	92,223	92,896	93,569	94,242	94,915	95,588	96,261	96,934	97,606	98,280	98,953	99,550	100,149	100,746	101,345	23
24	0	0	0	93,695	94,367	95,040	95,713	96,386	97,060	97,733	98,405	99,078	99,751	100,424	101,022	101,620	102,218	102,815	24
25	0	0	0	95,165	95,839	96,512	97,185	97,857	98,531	99,204	99,876	100,550	101,223	101,896	102,493	103,092	103,689	104,287	25
26	0	0	0	96,637	97,310	97,983	98,656	99,329	100,002	100,675	101,348	102,021	102,695	103,367	103,965	104,563	105,162	105,759	26
27	0	0	0	98,108	98,782	99,455	100,128	100,802	101,474	102,147	102,819	103,492	104,166	104,764	105,362	105,960	106,558	107,156	27
28	0	96,215	0	99,581	100,253	100,926	101,599	102,272	102,946	103,619	104,291	104,964	105,637						28
29	0	97,687	0	101,052	101,725	102,398	103,071	103,744	104,417	105,090	105,762	106,435	107,109						29
30	0	99,158	0	102,523	103,197	103,869	104,542	105,215	105,889	106,562	107,234	107,907	108,580						30

LONG @ 28 YRS = 4,258

LONG @ 30 YRS = ADD. 4,867

RONDOUT VALLEY CENTRAL SCHOOL DISTRICT  
NURSES SALARY SCHEDULE

	<u>2007-08</u>	<u>2008-09</u>	<u>2009-10</u>	<u>2010-11</u>	<u>2011-12</u>
<u>STEP</u>					
1	42,727	44,436	46,214	48,062	49,985
2	44,218	45,987	47,826	49,739	51,729
3	45,708	47,536	49,438	51,415	53,472
4	47,200	49,088	51,052	53,094	55,218
5	48,689	50,636	52,662	54,768	56,959
6	50,180	52,187	54,275	56,446	58,703

SD

Baseball/Softball (2) Varsity	60	\$2,289	\$2,381	\$2,476	\$2,575	\$2,678
Baseball/Softball (2)	60	\$2,289	\$2,381	\$2,476	\$2,575	\$2,678
Golf (1) Varsity	50	\$2,006	\$2,183	\$2,362	\$2,544	\$2,730
Track (HS) (2) Varsity	70	\$2,770	\$2,976	\$3,188	\$3,403	\$3,623
Track (HS) (1)	70	\$2,670	\$2,776	\$2,888	\$3,003	\$3,123
(MS) (2)	50	\$1,906	\$1,983	\$2,062	\$2,144	\$2,230
Tennis (1) Varsity	50	\$2,006	\$2,183	\$2,362	\$2,544	\$2,730
Chaperones (per event)		\$58	\$61	\$63	\$66	\$68
Ticket Seller (per event)		\$86	\$90	\$93	\$97	\$101
Sports Timer (per game)		\$42	\$43	\$45	\$47	\$49
Cheerleading Advisor						
Football/Basketball	80	\$2,305	\$2,397	\$2,493	\$2,592	\$2,696
Class Advisors (9-11)	30	\$864	\$899	\$935	\$972	\$1,011
Grade 12	40	\$1,150	\$1,196	\$1,244	\$1,294	\$1,346
Pep or Marching Band	60	\$1,728	\$1,798	\$1,870	\$1,944	\$2,022
School Newspaper	35	\$1,012	\$1,052	\$1,094	\$1,138	\$1,184
School Play Director	40	\$1,150	\$1,196	\$1,244	\$1,294	\$1,346
Producer/Advisor	80	\$2,305	\$2,397	\$2,493	\$2,592	\$2,696
Choreographer	40	\$1,150	\$1,196	\$1,244	\$1,294	\$1,346
Musical Director	40	\$1,150	\$1,196	\$1,244	\$1,294	\$1,346
Stage Crew Director	60	\$1,728	\$1,798	\$1,870	\$1,944	\$2,022
Math Team Advisor	50	\$1,440	\$1,498	\$1,558	\$1,620	\$1,685
National Honor Society	50	\$1,440	\$1,498	\$1,558	\$1,620	\$1,685
Scholastic Match Advisor	50	\$1,440	\$1,498	\$1,558	\$1,620	\$1,685
Lip Sync Show Advisor	15	\$445	\$463	\$481	\$501	\$521
Student Council Advisor	85	\$2,441	\$2,539	\$2,640	\$2,746	\$2,855
Yearbook Chief Advisor (1)	85	\$2,441	\$2,539	\$2,640	\$2,746	\$2,855
Yearbook Asst's (2)	50	\$1,440	\$1,498	\$1,558	\$1,620	\$1,685
Memory Book (MS) (1)	50	\$1,440	\$1,498	\$1,558	\$1,620	\$1,685
Club Advisor						
Half sessions	35	\$1,012	\$1,052	\$1,094	\$1,138	\$1,184
Intramural Advisor						
Half sessions	20	\$575	\$598	\$622	\$647	\$673
Home Teaching	per hour	\$35	\$37	\$38	\$40	\$41
After School Detention	per hour	\$35	\$37	\$38	\$40	\$41

\* A log indicating meetings held shall be submitted to the principal for approval prior to payment.  
If minimum sessions are not held, compensation will be pro-rated.

\*\* In lieu of a log the Student Council Advisor shall submit a detailed annual report.

Session adjustment committees shall be established, consisting of three advisors or chaperones to evaluate the number of sessions on an "as needed" basis and to make recommendations to the Superintendent.

SD



## Appendix C

Compensation for Liaisons will be as follows:

Yearly	<u>2007/08</u>	<u>2008/09</u>	<u>2009/10</u>	<u>2010/11</u>	<u>2011/12</u>
	\$ 4,212	\$ 4,380	\$ 4,556	\$ 4,738	\$4,927

### LIAISONS

#### ENGLISH/LANGUAGE ARTS/SOCIAL STUDIES/LIBRARY/SPECIAL ED.

- 3 Elementary
- 1 HS (9 - 12) English/Language Arts/Library/Special Ed.
- 1 HS (9 - 12) Social Studies/Special Ed.
- 1 MS (5 - 8) English/Language Arts/Library/Special Ed.
- 1 MS (5 - 8) Social Studies/Special Ed.

#### MATH/SCIENCE/TECHNOLOGY/CDOS/SPECIAL ED.

- 3 Elementary
- 1 HS (9 - 12) Math/Special Ed.
- 1 HS (9 - 12) Science/Technology/CDOS/Special Ed.
- 1 MS (5 - 8) Math/Special Ed.
- 1 MS (5 - 8) Science/Technology/CDOS/Special Ed.

#### ARTS/FOREIGN LANGUAGE/ESL/T&G

- 1 (K - 12) Arts
- 1 (K - 12) Arts
- 1 (K - 12) Foreign Language /ESL

#### PE/HEALTH/HOME & CAREERS

- 1 (K - 12) P.E./Health/HACS

#### BUILDING LEVEL

- 1 5<sup>TH</sup> GRADE LIAISON
- 1 6<sup>TH</sup> GRADE LIAISON